
From: Shawn McCurdy <smccurdy@windsorpoliceassociation.ca>
To: Bellaire, Jason <jbellaire@windsorpolice.ca>
Sent: 2/11/2022 1:17:28 PM
Subject: RE: Overtime Considerations with WPS Personnel

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Good morning, Deputy Chief Bellaire,

I'm will contribute your comments to the significant stress and frustration you are currently experiencing.

I am disappointed that you think the WPA would orchestrate having Chatham Kent police NOT respond to a request for assistance. Your understanding of WPA activities and chronology of events are incorrect. This was 100% member driven, as members from CKPS reached out to members of WPS long before we (WPA) were even made aware or involved in this situation. The CKPA members recognized that the WPS members should have first right of refusal to any/all overtime. Through a show of unity, the decision not to support the request was made by the CKPA members.

Prior to this transpiring, I reached out to you as a professional courtesy to provide an opportunity to get ahead of this situation before it deteriorated.

The CKPA President communicated with us late yesterday afternoon seeking the WPA's endorsement to allow CPKA members to assist WPS with the ongoing demonstration. WPA expressed its gratitude and support for same.

I remain fully committed to focusing on the urgency of the demands and risks we are facing.

Respectfully,

Shawn

Shawn McCurdy - President
Windsor Police Association
548 Windsor Ave
Windsor, Ontario
N9A 1J5

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Fax (519) 969-6964
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From: Bellaire, Jason <jbellaire@windsorpolice.ca>
Sent: February 10, 2022 4:30 PM
To: Shawn McCurdy <smccurdy@windsorpoliceassociation.ca>
Subject: RE: Overtime Considerations with WPS Personnel

Shawn,

Thank-you for the email. I have been busy as you can imagine and could not shake my tasks to call you yet.

I think your actions were unethical and deliberate and I am, quite frankly, appalled by them. That said, we can talk in person about it and perhaps agree to disagree.

I will put you in touch with whomever is planning call-ins and scheduling shortly.

Jay

From: Shawn McCurdy <smccurdy@windsorpoliceassociation.ca>
Sent: Thursday, February 10, 2022 4:11 PM
To: Bellaire, Jason <jbellaire@windsorpolice.ca>
Subject: RE: Overtime Considerations with WPS Personnel

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Thank you for getting back to me. I would like you to know that I do appreciate the position in which you find yourself. The stress it adds is not insignificant and I do not wish it upon you or the senior leadership team.

I am confident you are relying on your relationship with the Mayor as PSB Chair to limit any concern over available funds to ensure WPS personnel have the needed resources to be sustained properly.

Earlier today, I attended the locations where our frontline members and those from responding OPP detachments and units are staffing. Their morale has been high, however the command and control that we saw has either been limited or negligible.

As we learned in the past hour, the City of Windsor will be pursuing injunctive relief in the Courts, supported by local intervenors. If successful, the WPS will be empowered at law to enforce orders from the Courts.

WPA has not observed any obvious strategy or build-up of capacities, personnel, and most importantly command and control on scene of the protest. Many members expressed frustration with not even being provided a basic briefing of the operational plan to perform their duties effectively.

We are seeking your assurance that proactive communication advising on how the WPA can amplify efforts to prepare and secure our members for whatever direction you and your coordinating partners intend to do in

the coming days.

The situation respecting WPS members being called in has been poorly executed due to its last-minute nature. The WPA wishes to assist in bolstering the call for off-duty personnel to report for duty. If you would like our assistance, please advise me of any messages you deem helpful and prudent in this regard. We will broadcast accordingly.

I would reiterate the position of the WPA of our desire to be helpful, to troubleshoot, and problem-solve foreseeable limitations with you that WPS maybe encountering.

Mayor Dilkens has been in communication with several unions representing impacted workers in the sectors affected by the protests. We applaud that collaboration and integration.

We strongly urge for that accommodation and inclusion to begin with WPA to better outcomes during these stressful and tense days. I remain available at your convenience as offered yesterday to communicate and consult with you to these ends.

Sincerely,

Shawn

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From: Bellaire, Jason <jbellaire@windsorpolice.ca>
Sent: February 10, 2022 11:41 AM
To: Shawn McCurdy <smccurdy@windsorpoliceassociation.ca>
Subject: RE: Overtime Considerations with WPS Personnel

Hi Shawn,

I won't be available for most of today. Depending how things go, I will try and call you this evening.

Jay

From: Shawn McCurdy <smccurdy@windsorpoliceassociation.ca>
Sent: Thursday, February 10, 2022 9:09 AM

To: Bellaire, Jason <jbellaire@windsorpolice.ca>

Subject: RE: Overtime Considerations with WPS Personnel

EXTERNAL EMAIL: Do not click any links or open any attachments unless you trust the sender and know the content is safe.

Thank-you for providing me an update, I appreciate the informal dialog in which you and I have engaged. The Ambassador Bridge situation is extremely concerning to the Windsor Police Association. We recognize the severity and urgency of the matter and are willing and able to assist in bringing this matter to closure. However, I remain discouraged by the lack of acknowledgement and official communication between the WPA and WPS.

As I indicated yesterday, the unfortunate situation with Chatham Kent Police Service, was a direct result of any formal discussions and ineffective dialog between the Windsor Police Service and the Windsor Police Association. Unfortunately, members of both services took matters into their own hands which resulted in a decision by CKPS officers to not participate as a show of unity with their WPS brothers who felt slighted by the failure to offer overtime to available WPS members first. When I became aware of this well after the fact, I immediately engaged you and further had to engage the Chatham Kent Police Association to address concerns from members of both Services. Certainly, a cooperative and proactive approach between the WPS and WPA certainly would have led to a different outcome and may have prevented any misunderstandings by the members of our perspective services.

As addressed in our letter to Chief Mizuno on Wednesday February 9, 2022, lessons learned from the situation in Ottawa, continued, fulsome and timely communication between the Association and the Service have allowed the service to successfully address issues such as overtime, shift coverage and external agency assistance.

To that point, I am recommending a daily phone call with me starting today to ensure the lines of communication are open and to allow us to address issues before they happen. As your schedule is constantly changing, we are agreeable to this happening anytime when you are available to call me direct or if a preset time would work better for you, please advise.

The WPA is committed to working collaboratively with the Service to effectively stabilize the situation at the Ambassador bridge.

If there is anything I can do, please do not hesitate to contact me.

Respectfully,

Shawn

Shawn McCurdy - President
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From: Bellaire, Jason <jbellaire@windsorpolice.ca>
Sent: February 9, 2022 10:12 PM
To: Shawn McCurdy <smccurdy@windsorpoliceassociation.ca>
Cc: Mizuno, Pamela <pmizuno@windsorpolice.ca>
Subject: RE: Overtime Considerations with WPS Personnel

Good Evening, Shawn

Just letting you know that we have asked for police resources to assist us with the Ambassador Bridge situation. The tension has increased steadily throughout the day and evening and there were breakdowns in negotiations. There have been several interactions that have tested our resources and attempts to call in WPS members were largely unsuccessful. Given the dialogue between the WPA and the Chatham-Kent Police Service, we also had minimal commitment from them in terms of accessing resources. This was unfortunate as imminent member safety while working in these conditions was a significant consideration during such volatile and fluid circumstances.

At this point, the OPP have recognized the urgency of the broad policing and public order situation in Ontario and have graciously agreed to supplement and bolster our base so that we can safely and effectively police our community. We are also working with a provincial group regarding shared resources for the numerous public order issues around the province. As you may be aware, the lion's share of police resources across Ontario are being deployed to both Ottawa and Toronto.

I am asking that you keep the information provided in this correspondence confidential as we are in a very delicate situation that we are attempting to stabilize with certainty. For your information.

Jason Bellaire
Deputy Chief, Operations

Windsor Police Service
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Windsor, ON N9A 6J5 Canada



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From: Bellaire, Jason
Sent: Tuesday, February 8, 2022 6:07 PM
To: Crowley, Jason <jcrowley@windsorpolice.ca>; Degraaf, Karel <kdegraaf@windsorpolice.ca>; Crosby, Jennifer <jcrosby@windsorpolice.ca>; Murphy, Marc <mmurphy@windsorpolice.ca>
Cc: 'Shawn McCurdy' <smccurdy@windsorpoliceassociation.ca>
Subject: Overtime Considerations with WPS Personnel

Hi Jay, Karel, Jen and Marc

WPA President Shawn McCurdy is copied on this correspondence. It is just a simple consideration that came forward from some members and I thought it best that we all huddled on this together.

Thankfully, we have some regional policing partners who will be providing us some resources (officers and vehicles) to assist us with this unique Ambassador Bridge situation. To protect our operational continuity by bolstering our numbers and ensuring that we can provide rest and recovery for our members, we will be rotating in these outside officers at traffic points (or potentially anywhere else they are needed in relation to the situation). Hopefully, the assistance in resources arrives tomorrow.

That said and where reasonable, let's try and ensure that overtime opportunities are reasonably provided to our members. Of course, these decisions are contingent on the situation at any given time and keeping in mind our members' health and wellness.

I am comfortable with Shawn's ask on this and I think he is comfortable with providing the comprehensive reasoning provided in seeking external police resources to ensure our capacity to safely and effectively provide policing to our community...especially in this current Ambassador Bridge situation.

As always, let's keep the lines of communication open. We are all on the same team.

Lastly,

Jay C, Karel, Jen and Marc...excellent work on this. I appreciate it and I am sure our members appreciate your consideration for their safety out there.

Jay

Jason Bellaire
Deputy Chief, Operations

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